EDUCATION, CULTURE AND EMPLOYMENT

1. OVERVIEW

MISSION

The mandate of the Department of Education, Culture and Employment is to provide quality programs, services and supports in early childhood development, K-12 education, postsecondary and adult education, career development, apprenticeship and occupational certification, employment standards, income security, official languages, arts, and culture and heritage.

GOALS

1. ***Pride in our Culture*** - Northerners who are knowledgeable about and proud of their culture.
2. ***Education of Children and Youth*** - Northern families developing a strong foundation for their children's learning.
3. ***Education of Adults*** - Northern adults continuing to learn and grow to meet the requirements of daily living.
4. ***A Skilled and Productive Work Environment*** - Northerners participating in a strong and prosperous work environment.
5. ***People Participating Fully in Society*** - Northerners actively participating in community and society to their fullest potential.

KEY ACTIVITIES

- Directorate and Administration
- Culture, Heritage and Languages
  - *Culture and Heritage*
  - *Official Languages*
- Early Childhood and Schools
  - *Early Childhood Development*
  - *K-12 Education*
  - *Library Services*
- Adult and Postsecondary Education
- Employment and Labour
- Income Security

2. EMERGING ISSUES

Culture and Heritage

Arts and culture in all forms of expression provide a foundation for learning and growth. Benefits from developing individuals' artistic and cultural skills are a strengthened sense of identity and cultural pride. Since the *NWT Arts Strategy* was implemented in 2004, there have been sustained increases in support and funding for artists and cultural organizations.

Overall, cultural sector contributions toward the Northwest Territories' (NWT) Gross Domestic Product (GDP) declined from $19.9 million in 2001 to $18.4 million in 2010[1]. Employment in the Information, Culture and Recreation Service Sector, as a percentage of total NWT employment, has grown from 3% in 2001 to 3.85% in 2009, not including artists in the goods producing sector[2]. In 2008, 21% of Aboriginal women aged 15 and older participated in making northern arts and crafts, and, of these Aboriginal women, nearly 34% earned income from their products[3].

The Department supports individuals and organizations involved in cultural activities. ECE also gathers, preserves and disseminates information on traditional, historic and current names for geographic features and populated places across the NWT. Recently, interest in nominating geographic names for official status has increased.

Another issue is global warming, which has caused significant thawing of permafrost leading to slope erosion, particularly in the Mackenzie Delta, exposing significant paleontological and archaeological finds. The Department continues to work with other stakeholders toward researching and protecting these heritage resources.

Aboriginal and Official Languages

The segment of the Aboriginal population most fluent in one or more Aboriginal languages and holder of most traditional knowledge is aging. A number of social, political and demographic factors affect Aboriginal language acquisition and maintenance as well as intergenerational transmission of languages. Included amongst these is the legacy of residential schools.

The percentage of the Aboriginal population aged 15 years and over able to speak an Aboriginal language dropped from 59% in 1984 to 38% in 2009[4]. However, the annual average percentage change is slowing down: from 1989 to 1999, Aboriginal language usage declined by 11% compared to a 7% decline from 1999 to 2009[5]. Given the diversity and circumstances affecting Aboriginal language communities, many lack the capacity to plan for, deliver and evaluate their language activities and to address associated language revitalization issues.

The Department continues to implement the *NWT Aboriginal Languages Plan: A Shared Responsibility* and to make targeted investments in support of Aboriginal language community initiatives, Language Nest Programs, and Aboriginal Language and Culture Based Kindergarten to

[1] Statistics Canada, Labour Force Survey. See table. Information is not available after 2008.
[2] NWT Bureau of Statistics: in person
[3] NWT Bureau of Statistics, in person
[4] NWT Bureau of Statistics: in person
[5] NWT Bureau of Statistics

Grade 12 education. The Department is also implementing the *GNWT Strategic Plan on French Language Communications and Services* to meet obligations for the provision of services in French.

Early Childhood

The goal of early learning and child care programs is to support parents and caregivers in their efforts to nurture children's development from birth until the time the child enters school. A better start in life makes it easier for children to gain the necessary socialization skills and be healthy, which over time contributes to greater success in life, including academic success at school and improved economic prospects.

The *Early Childhood Development Framework for Action* was jointly developed in 2001 by Health and Social Services (HSS) and ECE to promote an integrated service delivery model. A review of the Framework indicated that more GNWT support for early childhood programs is required. Notably, services for young children with challenges, disabilities or developmental delays were not targeted and, overall, the sector continues to face difficulties despite increased investments in this area.

Early language immersion delivered as Language Nests by early childhood development providers is challenged by varying funding structures and arrangements which hamper the coordination and administration of services. Another issue, both in the early childhood sector and in the Kindergarten to Grade 12 NWT education system, is the lack of fluent speakers. In the school system currently, Aboriginal teachers only constitute nine percent of all teachers.

Education

Kindergarten to Grade 12 Education System

Low literacy levels in the early grades are predictors of academic school success and studies show that reading ability is a strong predictor of high school graduation. Children in Canada are expected to read well by the end of Grade 3 so that by Grade 4 they can learn from a variety of texts. In 2010-11, only 26.4% of Grade 3 NWT students in communities met acceptable standards on Alberta Achievement Tests in English Language Arts, compared to 67.9% in Yellowknife and 68.6% in regional centres.

The Department has partnered and cost shared with all jurisdictions on a number of literacy initiatives and will continue to do so to promote all students' academic success. Nonetheless, a fully cooperative, integrated approach is required involving students' parents, families and the wider community, the school, Aboriginal leaders, other partners in education as well as other key GNWT departments, notably Health and Social Services (HSS). Regional Aboriginal Government leaders and chairs of education authorities and Aurora College signed the Aboriginal Student Achievement (ASA) Partnership Declaration in July 2011, committing partners to work together on providing a quality education system in the NWT.

From 2000 to 2011, total Kindergarten to Grade 12 enrolment declined from 9,998 to 8,445, due largely to changing demographics. The number of high school graduates of Aboriginal descent has increased from 174 in the 2007 calendar year to 185 in 2011. Yet, the graduation rate for Aboriginal students as a percentage of the population of 18 year olds declined from 43% in 2010 to 37% in 2011[6]. Similarly, the number of graduates in small communities went from 104 in 2009, to 78 in 2010, and 87 in 2011.

[6] Education Operations and Development Records; NWT Bureau of Statistics

The provision of timely, high quality and policy-relevant student data is a vital foundation for evidence based decision-making in the NWT education system. As students enter school and progress, it is vital to record information on enrolment and attendance, transfers, students leaving school and completions at each level, as well as on individual students' learning needs, and community and family context.

Work is underway to develop and implement more comprehensive accountability and reporting frameworks for both the NWT Kindergarten to Grade 12 education and Aurora College systems. More effective performance planning, monitoring and measurement systems will require a greater re-focusing of effort and resources, also affecting the growing demand for computer and Internet access in the education system and at various levels of client services. The Department continues to work with the Technology Service Centre (TSC) to improve the education communications network, which is especially critical for smaller communities relying on satellite technology and requiring further investments in the future. The Department will implement PowerSchool, the new responsive Student Information System, prior to the start of the 2012-13 school year.

Adult Education

Postsecondary education and training programs, along with pathways through secondary school, prepare Northerners for participation in occupations that present high employment opportunities, including mining, construction, nursing, teaching, social work and management, as well as addressing literacy gaps. The Aurora College Teacher Education Program (TEP) is an accredited NWT-based program for teachers. As referenced earlier, Aboriginal teachers currently make up only nine percent of NWT teachers in the Kindergarten to Grade 12 NWT education system. In recent years, the number of Aboriginal TEP graduates has remained static while a greater number of teachers have retired. Strategies must be developed to make the TEP program more attractive for prospective students, especially Aboriginal students, to enter and complete the program.

As regards youth literacy levels, results from the International Adult Literacy and Skills Survey 2003 indicate that almost half of NWT youth are below level 3 prose literacy, meaning they struggle to understand and use information in daily life. Youth with low literacy levels are less likely to complete high school, attend postsecondary education and find employment than those with higher literacy levels, which is a concern as youth 16 to 25 constitute roughly 21% of the NWT population.

The Department has developed an Adult Recognition Model (ARM) that combines credits that adult students can earn through the completion of academic courses with credits granted through Prior Learning Assessment and Recognition (PLAR). The model recognizes the value of learning that occurs outside the formal classroom and adheres to NWT Senior Secondary School graduation requirements. Aurora College, as the main service delivery agent, is piloting ARM as part of Adult Literacy and Basic Education (ALBE) programming. Upon completing and graduating with a high school diploma or equivalent, students then face the challenge of financing postsecondary studies and being able to attend such studies in the North.

Aurora College, the only publicly funded postsecondary institution in the NWT, has a decentralized structure comprised of three campuses and 23 Community Learning Centres. There is a growing interest in making more university level programming available in the NWT, including from private institutions. Various sectors have also expressed an interest in the development of a northern university building on existing public college systems.

Employment

The greater need for qualified, well-trained Northerners to meet current and future NWT labour force demand stems from socio-economic agreements that include industry commitments on employment and training; ongoing demand for public sector professionals; self-governments requiring staff implementation and program administration skills; and devolution that will result in approximately 300 positions transferred to the GNWT, 175 of which are projected to be filled by NWT residents. With skills shortage, employers have to look elsewhere to fill positions in key occupations.

Many employers are struggling to find workers with the right skill sets. At the same time, however, many NWT residents cannot find sustainable employment to support themselves and their families. While there have been improvements in the education and employment levels of people in the NWT over the past ten years, many challenges remain to be addressed. Low NWT education levels continue to be a challenge for underrepresented groups. Many people in smaller remote communities do not want to move away for work, and there are fewer opportunities for long-term, full-time employment there than in larger regional centres or in Yellowknife.

The NWT employment rate has been lower than in the past but there are signs of economic recovery with the employment rate having risen from 66.6 % in 2010 to 70.7% in 2011[7]. Statistics from 2011 indicate, however, that a wide gap remains between the 80.7% employment rate in Yellowknife compared to the 59.3% in all other communities combined. Similarly, the employment rates for the Aboriginal and non-Aboriginal population in 2011 were respectively 54.1%, and 84.1%[8].

The Department, in partnership with other stakeholders, is responsible for labour force development in the NWT. The *NWT Labour Force Development Framework – People, Partnerships, Possibilities* was developed by the partners to provide a lens for all labour market stakeholders, strategies, and plans to coordinate limited capacity and resources. ECE will continue to work with its partners to ensure all NWT residents have equal access to training and employment opportunities through various initiatives such as targeted investments in the trades and other Northern occupations as well as continuation of the Small Community Employment Supports program in eligible communities.

Income Levels

Achieving improved client outcomes involves the integration of developmental opportunities alongside the provision of financial supports. ECE reviews programs regularly to ensure they are equitable and meet the basic needs of eligible Northerners. This is done with a view to promoting self-reliance through service management and maintaining linkages with the wider GNWT work on poverty. A consistent theme raised during the GNWT poverty engagement process is to ensure programs such as Income Assistance do not promote dependency nor act as a disincentive to work.

Between 1999 and 2005, the percentage of the population receiving Income Assistance decreased from 8.7% to 4.4%. Since 2006, however, there has been a gradual increase leading to a more pronounced increase by 2011 of the percentage of the population receiving Income Assistance: 4.7% in 2007 and 2008, 5.5% in 2009, and 5.3% in both 2010 and 2011[9]. This can be attributed partly to program changes implemented from 2007, to the economic downturn in 2009, and the subsequent

[7] NWT Bureau of Statistics

[8] http://www.stats.gov.nt.ca/labour-income/labour-force-activity/Annual_Reports/2009%20Annual%20LFS.pdf

[9] NWT Bureau of Statistics: in person

gradual but still precarious recovery. The Department continues to respond to the rise in Income Assistance cases and associated costs.

The Department will consider advice received from the Disability Steering Committee Partnership on Income Assistance policies, procedures, and benefits for persons with disabilities. In addition, the Child Care User Subsidy (CCUS) program is being modified to ensure it best supports low-income parents requiring additional assistance to pursue further education or enter the workforce.

3. 2012-1 PLANNING INFORMATION

The detailed description of planned activities for the Department includes the following sections:

a) **Fiscal Position and Budget** provides information on the Department's operation expenses and revenues.

b) **Key Activities** describes the Department's major programs and services, including strategic activities, as well as results to date and measures.

c) **Putting Priorities into Action** describes current major activities the Department is leading in supporting the priorities identified by the 17th Assembly.

d) **Infrastructure Investments** gives an overview of the Department's planned infrastructure investments for 2012-13.

e) **Legislative Initiatives** provides a summary of the Department's legislative initiatives during the 17th Legislative Assembly as well as initiatives planned for 2012-13.

f) **Human Resources** includes overall statistics and position reconciliation, information on capacity building activities as well as Departmental training and development.

g) **Information Systems and Management** describes Department-specific information and management systems as well as major initiatives planned for 2012-13.

a) Fiscal Position and Budget

DEPARTMENTAL SUMMARY

	Proposed Main Estimates 2012-13	Revised Estimates 2011-12	Main Estimates 2011-12	Actuals 2010-11
	($000)	($000)	($000)	($000)
OPERATIONS EXPENSE				
Directorate and Administration	10,296	10,219	10,219	10,896
Education and Culture	192,055	190,224	190,945	186,866
Advanced Education	46,568	47,110	45,908	42,074
Income Security	39,668	40,620	38,823	39,321
TOTAL OPERATIONS EXPENSE	288,587	288,173	285,895	279,157
REVENUES	9,598	10,015	8,293	9,923

OPERATION EXPENSE SUMMARY

	Main Estimates 2011-12	Forced Growth	Initiatives	Sunsets and Other Adjustments	Internal Reallocations	Proposed Budget 2012-13
	($000)	($000)	($000)	($000)	($000)	($000)
DIRECTORATE AND ADMINISTRATION						
Directorate and Administration	10,219	2	0	0	75	10,296
TOTAL DIRECTORATE AND ADMINISTRATION	**10,219**	**2**	**0**	**0**	**75**	**10,296**
EDUCATION AND CULTURE						
Early Childhood Development	7,306	0	0	0	2	7,308
Instructional and Support Services	3,833	0	0	(227)	(14)	3,592
Aboriginal Language and Culture Education	8,224	81	0	0	3	8,308
Inclusive Schooling	26,803	184	0	0	0	26,987
Minority Language Education and Instruction	2,588	0	0	0	0	2,588
Education Operations and Development	2,227	0	0	0	17	2,244
School Contributions	122,888	1,954	0	(766)	(140)	123,936
NWTTA Professional Improvement Fund	1,620	0	0	0	0	1,620
Library Services	2,013	0	0	0	8	2,021
Culture and Heritage	5,973	0	0	0	26	5,999
Official Languages	7,470	0	150	(189)	21	7,452
TOTAL EDUCATION AND CULTURE	**190,945**	**2,219**	**150**	**(1,182)**	**(77)**	**192,055**
ADVANCED EDUCATION AND CAREERS						
Adult and Postsecondary Education	36,840	304	0	356	10	37,510
Apprenticeship, Trades and Occupations	3,028	0	0	0	(19)	3,009
Career and Employment Development	3,263	0	0	0	21	3,284
Employment Standards	790	0	0	0	(15)	775
Management and Program Support	1,987	0	0	0	3	1,990
TOTAL ADVANCED EDUCATION AND CAREERS	**45,908**	**304**	**0**	**356**	**0**	**46,568**
INCOME SECURITY						
Income Assistance Programs	26,428	993	0		(91)	27,330
Student Financial Assistance	12,395	0	0	(150)	93	12,338
TOTAL INCOME SECURITY	**38,823**	**993**	**0**	**(150)**	**2**	**39,668**
TOTAL DEPARTMENT	**285,895**	**3,518**	**150**	**(976)**	**0**	**288,587**

REVENUE SUMMARY

	Proposed Main Estimates 2012-13	Revised Estimates 2011-12	Main Estimates 2011-12	Actuals 2010-11
	($000)	($000)	($000)	($000)
TRANSFER PAYMENTS				
Canada Student Loans Program	2,021	2,021	900	1,991
Canada NWT Cooperation Agreement for French and Aboriginal Languages	3,800	3,800	3,800	3,800
Canada-NWT Cooperation Agreement for Minority-Language Education and Second-Language Instruction - French	2,588	2,985	2,588	2,587
Early Learning and Child Care	0	0	0	272
TOTAL	8,409	8,806	7,288	8,650
TAXATION REVENUE				
TOTAL	0	0	0	0
GENERAL REVENUES				
Student Loan Fund Interest	480	480	580	526
Teacher Certification Fees	15	15	15	7
Museum Café	10	30	30	5
TOTAL	505	525	625	538
OTHER RECOVERIES				
Miscellaneous Recoveries	50	50	50	405
TOTAL	50	50	50	405
GRANTS IN KIND				
TOTAL	0	0	0	0
CAPITAL				
Deferred Capital Contributions	634	634	330	330
TOTAL	634	634	330	330
REVENUES	**9,598**	**10,015**	**8,293**	**9,923**

b) Key Activities

KEY ACTIVITY 1: DIRECTORATE AND ADMINISTRATION

Description

Directorate and Administration provides overall management, planning, communication and administrative support to the Department and its partners in education across the NWT. The Branch operates under the direction of the Deputy Minister who makes recommendations to the Minister with regards to Department goals, objectives, and standards.

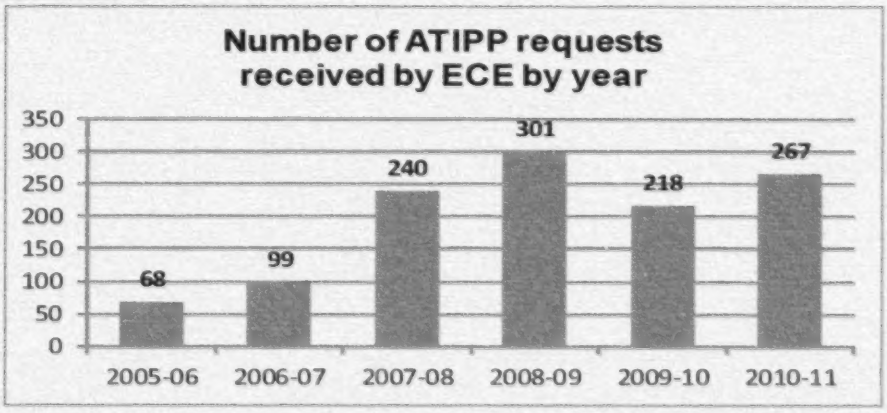
The Directorate provides leadership, management, planning, and public relations for the Department as well as its boards and agencies. Within the Directorate, Public Affairs manages, develops, implements and maintains all internal and external communication plans and related activities for the Department.

The Strategic and Business Services Division guides broad policy and legislative initiatives, as well as strategic, business and capital planning for the Department, Aurora College and the education authorities. The Division coordinates briefing notes and decision-making documents, provides records management and financial administration services. Finally, the Division provides information systems that support the delivery of programs and services across the Department, Aurora College and the education authorities.

Major Program and Services 2012-13

- The Department will undertake development of a Human Resource Plan with support from the Department of Human Resources
- The Department will continue to participate in the initiative to develop a Government-wide electronic documents and records management system
- The Department will launch its redesigned website in early 2012-13
- The Department will continue to receive requests for information and coordinate the provision of responses under the *Access to Information and Protection of Privacy Act*

Measures Reporting



KEY ACTIVITY 2.1: CULTURE AND HERITAGE

Description

All residents of, and visitors to, the NWT benefit socially and economically from a richer understanding of our heritage and from meaningful participation in cultural activities. Some of the most effective departmental activities in this area of responsibility support projects and organizations that operate at the community level.

NWT Museum Operations: works with community experts to collect, preserve, document, study, exhibit, and educate the public about artifacts, specimens and works of art significant to the culture and heritage of the NWT.

NWT Cultural Places: conducts archaeological fieldwork and research, assesses impact of resource development on archaeological resources, and issues permits for archaeological research. Administers official community and geographic names, and commemorates significant historical and cultural places in the NWT.

NWT Archives: identifies, acquires, preserves and makes accessible government records and records of historic significance to the NWT.

Community Arts, Culture and Heritage Programs: provides funding and support services to community museums, cultural organizations, cultural projects, and artists and arts organizations.

Major Program and Service Initiatives 2012-13

NWT Museum Operations

- The Department will continue to acquire, preserve and manage museum collections at the Prince of Wales Northern Heritage Centre (PWNHC) and make them accessible through exhibits, educational programs and archaeology loans
- The PWNHC will continue to produce new permanent diorama exhibits that portray the human and natural history of the Slave River Delta, East Arm of Great Slave Lake, Deh Cho, Great Bear Lake and Mackenzie Mountains
- The PWNHC will continue to produce, host and circulate travelling and online exhibits
- The PWNHC will continue to provide museum and archival training workshops to community and Aboriginal groups upon request
- ECE will partner with the Inuvialuit Regional Corporation to develop a new *Inuvialuit History Timeline* website
- The PWNHC will consult with community and Aboriginal governments in the Akaitcho, Sahtu, South Slave, and Deh Cho regions for the museum exhibit renewal process
- The NWT Archives will partner with the Tłı̨chǫ Government to complete the Dene Music Project
- The PWNHC will continue to plan and deliver aboriginal culture-based educational programs for schools and the general public through on the land science and culture camps, Amazing Family Sunday programs and public presentations
- The Department will provide staff instructors, as well as employment opportunities for three Tłı̨chǫ Elders at the annual Daring Lake Tundra Science Camp and for Yellowknives Dene First Nation cultural instructors at the Aboriginal Affairs and Northern Development Canada sponsored Land and Water Camp at the Yellowknife River

NWT Cultural Places

- The Department will continue archaeological field research with three communities: Jean Marie River for the Five Lakes Archaeology Project, N'dilo/Dettah for the Yellowknife Bay Archaeology Project and Tulita for the NWT Ice Patch Study. This will create employment opportunities in Jean Marie River, N'dilo/Dettah and Tulita
- The Department will continue to work with Trout Lake, Jean Marie River, Mackenzie River and Gwich'in communities on official geographic and community names nominations
- The Territorial Archeologist will continue to plan and deliver programming at the annual Tundra Science camp run by the Department of Environment and Natural resources
- Cultural Places Archaeologists continue their role as heritage advisors to the GNWT negotiation team on all tables

NWT Archives

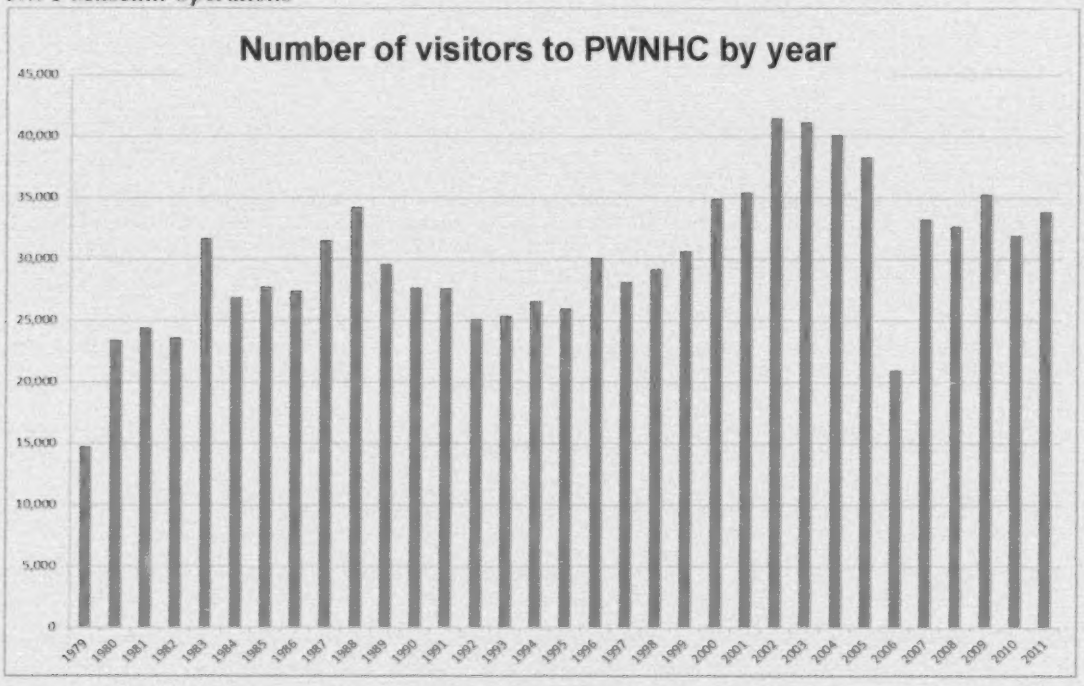
- The Department will continue to respond to requests for residential school records under the *Access to Information and Protection of Privacy Act*
- The Department will continue to acquire, preserve and process records from the government and private sector

Community Arts, Culture and Heritage Programs

- The Department will support and administer funding programs to the arts, culture and heritage community, including Oral Tradition and Cultural Enhancement projects to eligible individuals and groups
- ECE will hold professional development workshops addressing arts, culture and heritage administration practices for NWT arts, cultural and heritage groups in 2012

Measures Reporting

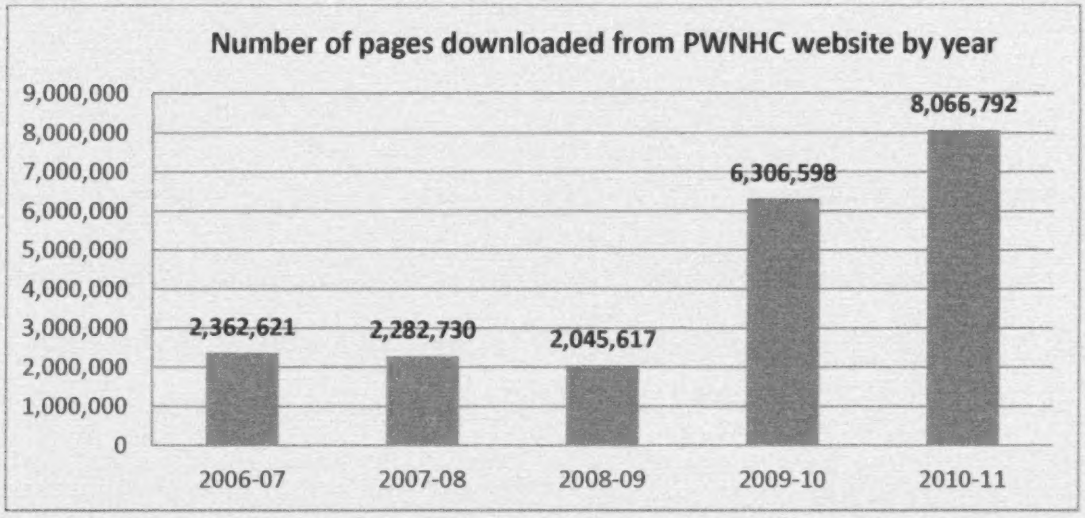
NWT Museum Operations



NWT Museum Operations (continued)

The Prince of Wales Northern Heritage Centre (PWNHC) has welcomed 991,188 visitors since opening in 1979. Visitors include residents from the 33 NWT communities, as well as those from across Canada and from over 25 countries worldwide. The PWNHC is anticipating celebrating its one millionth visitor in 2012. The average is 30,000 visitors per year. Visitation declined in 2006 due to museum renovations.

	2008-09	*2009-10*	*2010-11*
Number of new permanent, travelling and online exhibits produced	10	19	16
Number of school and public education programs delivered	127	119	140
Number of school children participating in PWNHC programs	2,233	2,359	2,593



	2008-09	*2009-10*	*2010-11*
Cultural Places Program			
Number of communities involved in Cultural Places Research	6	8	9
Number of archaeological permits issued	12	24	16
Number of land use permits reviewed	146	172	144

	2008-09	*2009-10*	*2010-11*
Community Contributions			
Number of individuals and organizations funded by:			
Arts Council	77	64	70
Support to Northern Performers	20	24	19

KEY ACTIVITY 2.2: OFFICIAL LANGUAGES

Description

The Department provides a range of programs and services in support of NWT Official Languages.

Aboriginal Language Programs: provides funding to each Official Aboriginal Language community to implement its strategic plan for language revitalization and maintenance. Funding is provided to Aurora College for the Aboriginal Language and Culture Instructor Program and to education authorities for Aboriginal Language and Culture Based Education programs in NWT schools.

Francophone Affairs Secretariat: provides advice and support to GNWT departments, offices and agencies toward the development of plans on French language communications and services; provides translation services to all GNWT departments, boards and agencies; and manages Services TNO, the French language Single Window Service Centre in Yellowknife.

The ***Official Languages Board:*** comprised of one member for each of the 11 Official Languages of the NWT, advises the Minister Responsible for Official Languages on issues related to the delivery of official languages services by the GNWT.

The ***Aboriginal Languages Revitalization Board:*** comprised of one member for each of the nine Official Aboriginal Languages of the NWT, advises the Minister on government and community efforts to maintain, revitalize and promote Aboriginal languages.

Major Program and Service Initiatives 2012-13

- The Department will be seeking increased investments from the federal government through the *Canada-NWT Cooperation Agreement for French and Aboriginal languages in the NWT.* This is to support implementation of the *NWT Aboriginal Languages Plan: A Shared Responsibility* and the *GNWT Strategic Plan on French Language Communications and Services*

Aboriginal Language Programs

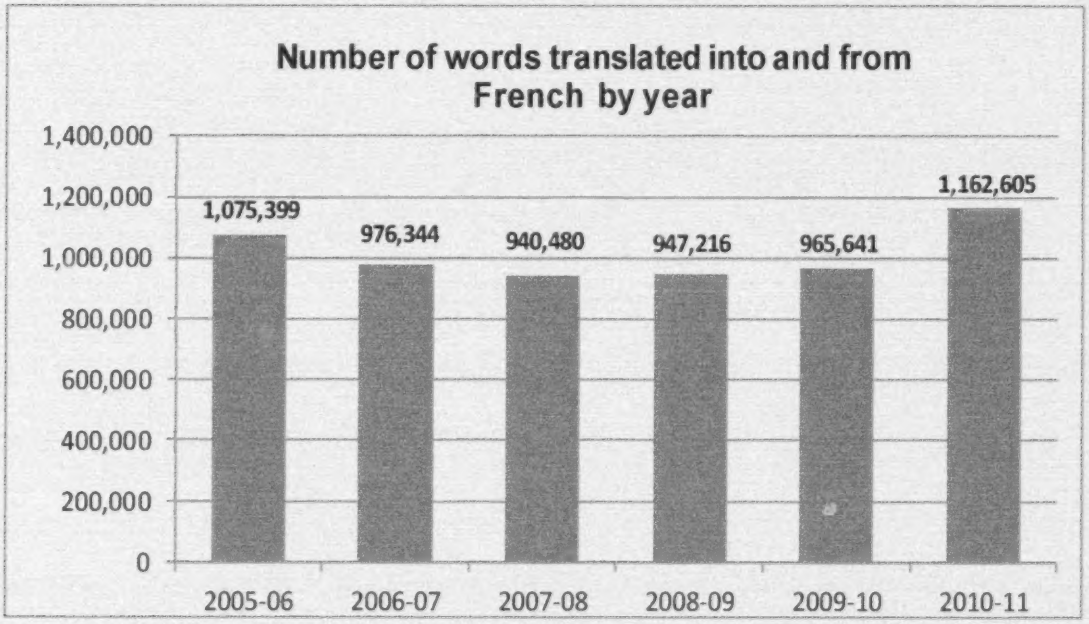
- The Department will continue to implement the *NWT Aboriginal Languages Plan: A Shared Responsibility*
- The Department will continue to support official Aboriginal language communities to revitalize, promote and maintain their languages including the development of their new strategic plans
- The Department will expand the Regional Interpreter/Translator Pilot Training program to include another Aboriginal language community
- The Department will review options arising from the final report on the feasibility of establishing an Aboriginal Languages Secretariat and develop a cost analysis

Francophone Affairs Secretariat

- The Department will finalize the *GNWT Strategic Plan on French Language Communications and Services* and continue with its implementation
- The Department will continue to operate Services TNO in 2012-13

Measures Reporting

	2008-09	*2009-10*	*2010-11*
Aboriginal Languages			
Number of funded Aboriginal language community activities	24	29	26
Number of funded Aboriginal literacy activities	18	22	23
French Language			
Number of funded French community cultural development activities	15	8	8



KEY ACTIVITY 3.1: EARLY CHILDHOOD DEVELOPMENT

Description

The Department provides program development support to community organizations looking to deliver programs and services for young children and their families.

The Early Childhood Program licenses and monitors early childhood providers to ensure compliance with the *NWT Child Day Care Act* and *Standards Regulations*. Regional Early Childhood Consultants provide community-based organizations with program development support and funding to assist with operational expenses.

The Department also provides funding to Aurora College for the delivery of postsecondary training in early childhood development.

Major Program and Service Initiatives 2012-13

Early Childhood Program

- The Department will work on developing reports for the licensed early childhood providers' module in the ECE Case Management Administration System (CMAS)
- The Department will develop program improvement plans with licensed centre based early childhood providers based on their scores on the Early Childhood Environmental Rating Scale (ECERS), a quality measurement tool
- The Department will ensure data from the Early Development Instrument (EDI), a territory-wide population measurement tool for all NWT Kindergarten students, will inform future early childhood development policies and programming
- The Department will undertake a review of the Early Childhood Program, including policies, required human and financial resources, as well as funding procedures
- The Department will implement the revised *NWT Child Day Care Standards Regulations*
- The Department will continue to fund licensed early childhood programs to develop Aboriginal language immersion environments or Language Nests

Healthy Children Initiative

- The Department will continue to support young children and families by funding enhancement to service delivery by existing early childhood providers

Early Childhood Development Framework for Action

- The Department, in collaboration with HSS, will complete the renewal of the *Early Childhood Development Framework for Action*, the directional GNWT document on early childhood development

Early Childhood Training

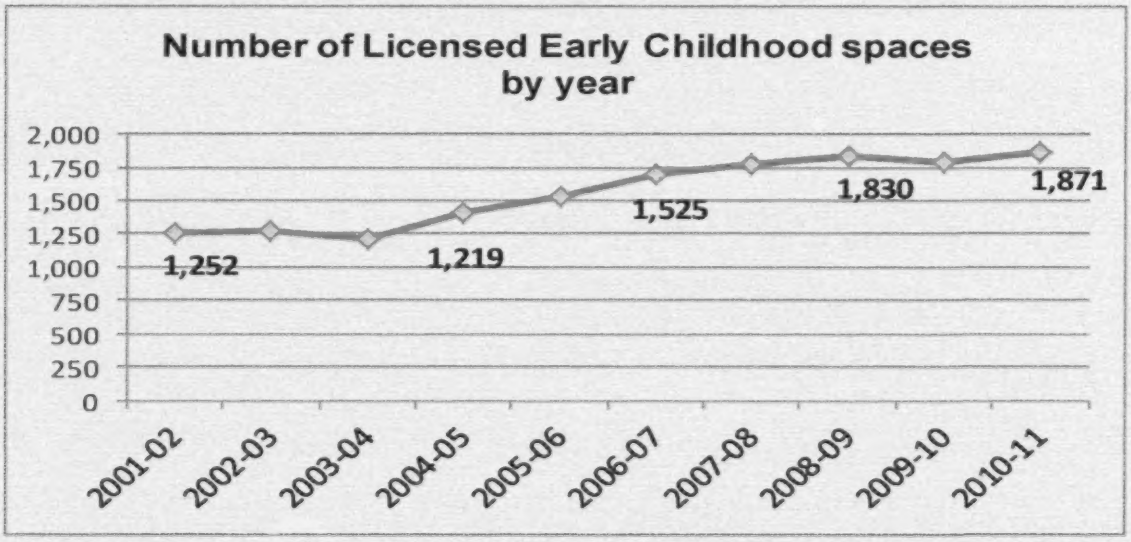
- The Department will collaborate with Aurora College on implementation of the recommendations arising from the comprehensive review of early childhood training opportunities and the Aboriginal Student Achievement Priority One conducted in 2011-12
- The Department will continue to fund delivery of postsecondary early childhood development training

Family Literacy

- The Department will continue to fund the NWT Literacy Council to develop resources and provide community based training in the area of family literacy

Measures Reporting

	2008-09	*2009-10*	*2010-11*
Number of new child day care facility licenses issued	10	13	17
Number of projects funded through Healthy Children Initiative	52	71	61
Number of funded Language Nest sites	21	19	21
Number of funded community based Family Literacy activities	31	29	29
Number of Family Literacy coordinators trained	110	144	150
Number of students enrolled in Early Childhood Development Certificate distance education courses at Aurora College	70	93	72



KEY ACTIVITY 3.2: K-12 EDUCATION

Description

The Department provides support and monitors compliance with NWT school system legislation, standards and directives.

Instructional Support Services: ensures that curriculum is appropriate to students' academic needs, cultural backgrounds, languages, and learning styles; provides in-service to educators; develops curriculum and materials, training programs, guidelines and strategies to support students through educational programming.

Operations and Development: provides operational support to education bodies and coordinates teacher recruitment, teacher and principal certification, school improvement projects and manages student records and territorial wide student assessment strategies.

School Contributions: are provided to education authorities based on enrolment to cover annual operation and maintenance costs.

Major Program and Service Initiatives 2012-13

Instructional Support Services

- The Department will continue to provide funding for regional cultural orientations, literacy coordinators, and community libraries under the *Aboriginal Student Achievement Education Plan*
- The Department will continue to work with Aboriginal and educational leaders across the NWT to continue implementing Aboriginal Student Achievement (ASA) priorities in communities
- The Department will plan to implement a Kindergarten to Grade 12 Literacy with Information and Communication Technology (LwICT) curriculum in all regions
- The Department will compile data from the Early Development Instrument (EDI), a territory-wide population measurement tool for all NWT Kindergarten students, that will inform future early learning programming
- The Department will continue to develop a new Kindergarten curriculum, with pilot implementation scheduled for fall 2012
- The Department will develop a Kindergarten to Grade 3 Dene Kede language curriculum and associated implementation guide
- The Department will pilot the Dene Kede language curriculum
- The Department, working in conjunction with the Yamozha Kue Society, has developed introductory level digital media applications (apps) for the five Dene languages. Phase Two of this project will see apps developed in the Inuit and Cree languages, and in all languages at an intermediary level
- The Department will publish the French version of Dene Kede for Kindergarten to Grade 9
- The Department will complete an internal review of the Aboriginal Language and Culture-Based Education (ALCBE) Directive
- The Department will continue to promote students' project based learning that celebrates Northern heritage, languages, cultures and stories through school based NWT Heritage Fairs
- The Department will implement the Kindergarten to Grade 12 Curriculum Review, Development and Implementation (CRDI) cycle for all Kindergarten to Grade 12 subject

areas

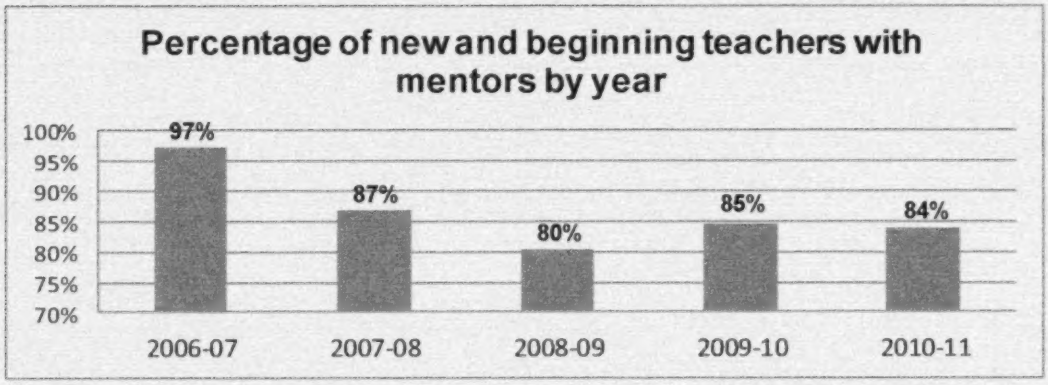
- The Department will publish the Experiential Science 30 textbooks and distribute them to schools in spring 2012
- The Department will participate in completion of the French First and Second Language (Immersion) Frameworks through the Western and Northern Canadian Protocol (WNCP)
- The Department will pilot a new five credit Northern Studies 10 course in fall 2012, and will continue to develop a sequence of Northern Studies 20 and 30 high school courses
- The Department, in partnership with Nunavut Department of Education and the Legacy of Hope Foundation, will develop teaching and learning materials related to the history and legacy of residential schools
- The Department will revise the Grade 5 Social Studies course upon completion of the territorial pilot in spring 2012
- The Department will develop a framework for implementing the Communication and Technology Studies (CTS) course for Grades 7 to 12
- The Department will continue to work within the GNWT Healthy Choices Framework, which promotes and supports programs that encourage students to make positive and healthy lifestyle choices in their homes, schools and communities. Such programs are: Sip Smart, Screen Smart, School Travel Planning, Get Active, Drop the Pop, and more
- The Department will research, review and develop a new NWT Health Curriculum
- The Department will develop a new Counselling Framework based on the Comprehensive School Health model, which builds on students' strengths, safe schools, community engagement, and school practices that reflect the traditions and cultures of the NWT

Education Operations and Development

- The Department will continue working with education authorities on reporting student achievement through Functional Grade Levels (FGL), Alberta Provincial Achievement Tests (AAT), graduation rates, student attendance in general and at Aboriginal Language and Culture classes and activities, as well as on Inclusive Schooling
- The Department will continue planning with divisional education councils and authorities to address the recommendations in the Auditor General of Canada's report, *Education in the Northwest Territories – 2010 Department of Education, Culture and Employment*, through continued implementation of the School Improvement and Reporting Directive
- Implementation of PowerSchool, a new student information system, will take place in 2012-13, which will assist in the collection of student achievement and other school data. This data will also link to the process for reviewing education authorities that will be developed in 2012-13, for implementation in 2013-14

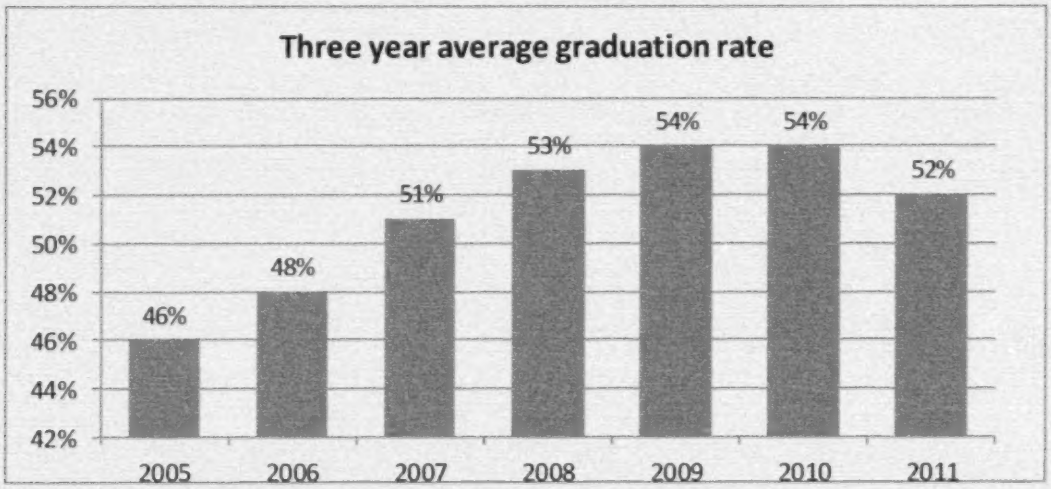
Measures Reporting

	2008-09	*2009-10*	*2010-11*
	(Academic Years)		
Number of principals in an evaluation process	16	10	16
Number of new teachers in mentorship programs	78	66	72



	2008-09	*2009-10*	*2010-11*
	(Academic Years)		
Number of new curricula, including teacher and student resources, developed, adapted and implemented	10	13	12
Number of teachers who received in-service training in new curricula	500	523	512

	2008	*2009*	*2010*	*2011*
	(Calendar Years)			
Graduation rate: Percentage of high school graduates compared to the population of 18 year olds	56%	53%	52%	52%



The three year average graduation rate is the average graduation rate over three years, the last of which is the year of the label. For example, for 2009, the three year average graduation rate is the average for the years 2007, 2008 and 2009. Statistics Canada has defined the graduation rate to be the number of Grade 12 graduates divided by the population of 18 year olds. The NWT counts the number of graduates as those students reported by schools to the Department as fulfilling graduation requirements in the period from January 1 through to December 31 of each year. Due to our small population numbers, the NWT is prone to greater variations in annual graduation rates compared to other jurisdictions. A three year average of graduation rate provides a better indication of the trend in graduation rate.

KEY ACTIVITY 3.3: LIBRARY SERVICES

Description

The Department provides quality library services to all NWT residents to meet their education, information and recreation needs.

A central library collection is maintained and rotated to libraries across the NWT. In communities without libraries, residents can search the online catalogue on the Public Library Services (PLS) Website and receive materials by mail.

PLS provides the automated library system for the **NWT Library Network** serving community libraries, the Legislative Assembly Library, Aurora College libraries, the Aurora Research Institute Library and the PWNHC Reference Library.

Professional library staff provide training and technical support to community library staff. Special programs, such as the Summer Reading Club and Canadian Children's Book Week, are also coordinated centrally.

Major Program and Service Initiatives 2012-13

Interlibrary loans

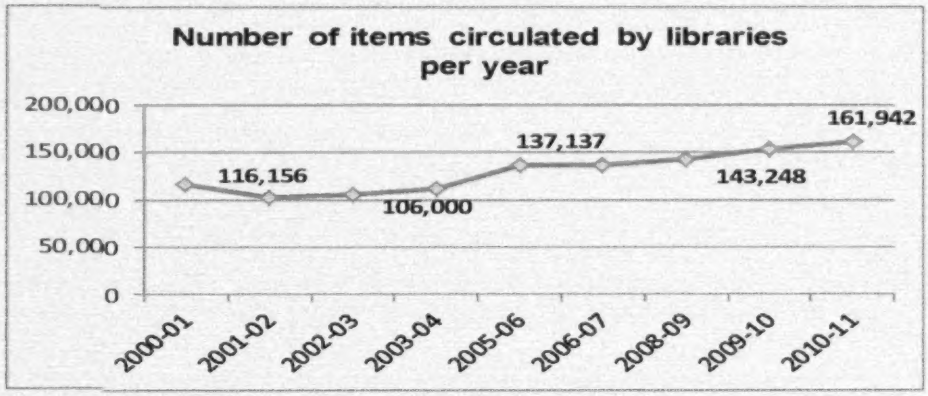
- The communication software used by libraries to facilitate interlibrary loans in the NWT will be updated and the new site should be completed in 2012-13

Training

- A research study to evaluate current library manager training and provide recommendations for the future will be completed

Measures Reporting

	2008-09	*2009-10*	*2010-11*
Number of visits to community libraries	203,021	325,370	345,301
Number of new materials acquired for library collection	20,109	17,445	20,672



KEY ACTIVITY 4: ADULT AND POSTSECONDARY EDUCATION

Description

The Department assists NWT adults in acquiring the skills, knowledge and abilities to become more self-reliant and make best use of social and economic opportunities available to them.

Adult and Postsecondary Education: supports the planning, research, development and evaluation of adult and postsecondary programs and services, including the NWT Teacher Education Strategy and the NWT Literacy Strategy.

Aurora College: delivers, directly or through partnerships, a wide range of training, certificate, and diploma programs relevant to the NWT labour market. Degree programs offered include the Bachelor of Science in Nursing and the Bachelor of Education.

Aurora Research Institute: responsible for the licensing and coordination of research in accordance with the *Scientists Act;* continues to support physical and social science research as well as technology innovation.

Adult Literacy and Basic Education: delivery of Adult Literacy and Basic Education (ALBE) programming ranging from basic literacy to Grade 12 level courses at Community Learning Centres (CLCs) in smaller communities, at Aurora College campuses, in NWT correctional facilities and by NWT non-government organizations.

Private Vocational Training: monitors the *Private Vocational Training Directive* as regards the educational standards and program stability of private training.

Major Program and Service Initiatives 2012-13

Adult and Postsecondary Education

- The Department will complete development of an *Accountability Framework for the Education and Training of Adults* in the NWT. This Framework will encompass the work of Aurora College, private institutions and non-government organizations
- The Department will continue planning with Aurora College to address the recommendations in the Auditor General of Canada's report, *Education in the Northwest Territories – 2010 Department of Education, Culture and Employment*
- The Department will continue to work with Aurora College and other service providers to deliver community-based training
- The Department will continue to work with the Aurora Research Institute and the Interdepartmental Science Agenda Working Group to update the *NWT Scientist Act*

Adult Literacy and Basic Education

- The Department will examine and respond to findings from the Review of Adult Literacy and Basic Education (ALBE) programming in the NWT
- ECE will establish an ALBE Review Action Plan Steering Committee and a plan to implement approved recommendations
- The Department will partner with other stakeholders to assist Aurora College with aspects of their *Adult and Basic Education Strategy* funded by the Canadian Northern Economic Development Agency

- The Department will pilot and finalize the curriculum for Financial Literacy Program modules
- The Department will pilot new math curriculum
- The Department will continue to revise ALBE English, Math and Social Studies curricula to support the NWT Secondary School Diploma: Adult Recognition Model (ARM)
- The Department will pilot the ARM process and curriculum
- The Department will pilot the new Student Placement Package under ARM

Teacher Education Strategy

- The Department will continue to support delivery of the Community Based Teacher Education Program (TEP) in the Beaufort-Delta and the Aboriginal Language and Cultural Instructor Program (ALCIP) with the K'atl'odeeche First Nation
- The Department will continue to fund Aurora College delivery of part-time ALCIP Certificate courses throughout all regions of the NWT in order to provide professional development and training opportunities to Aboriginal Language Specialists and community members
- The Department will continue implementation of *the NWT Strategy for Teacher Education in the NWT: 2007-2015*
- As part of this process, the Department will work in partnership with Aurora College and the NWT Steering Committee on Teacher Education to explore delivery options for teacher education programs

Literacy Strategy

- The Department will continue to support out-of-school youth through youth literacy programming
- The Department will continue to implement, coordinate and report on NWT Literacy Strategy activities, including implementing the communications plan
- The Department will continue to fund and support Oral Traditions and Cultural Enhancement projects by eligible groups and individuals

Private Vocational Training Directive

- The Department will continue to designate and monitor programs delivered at private training institutions as per the Private Vocational Training Directive

Measures Reporting

	2008-09	*2009-10*	*2010-11*
	(Academic Years)		
Aurora College Programs graduates			
Diploma	51	45	38
Certificate	40	32	46
Degree	9	17	22
Teacher Education Program graduates			
Teacher Education Program – diploma and degree	8	8	10
Aboriginal Language and Cultural Instructor Program	6	0	0
NWT Literacy			
Number of participants in Adult Literacy and Basic Education courses (Aurora College and NGOs)	553	692	562
Number of funded literacy projects	47	50	42

KEY ACTIVITY 5: EMPLOYMENT AND LABOUR

Description

The Department provides a variety of programs and services that make it possible for Northerners to develop their careers and find better employment.

Career and Employment Development: provides a range of career service, training and employment programs through partnerships with other governments, Aboriginal organizations, community organizations and industry.

Apprenticeship and Occupations: administers and certifies individuals in 53 designated trades and 25 occupations; plans, coordinates, evaluates and maintains training programs, certification standards and processes.

Employment Standards: provides information to employers and employees on the *Employment Standards Act* and associated regulations; conducts formal investigations and overseas appeals regarding complaints of non-compliance with the *Act*.

Immigration: coordinates Departmental policy in relation to immigration programs and services in the NWT, and administers the NWT Nominee Program.

Major Program and Service Initiatives 2012-13

Career and Employment Development

- The Department will continue to implement the *NWT Labour Force Development Framework* and develop supporting strategies
- The Department will host the second NWT Labour Force Symposium in partnership with labour market stakeholders in October 2012
- The Department will undertake a training needs assessment in NWT mining, oil and gas (heavy industry)
- The Department will continue to support and work with regional training committees to develop regional action plans
- The Department will establish a territory-wide training committee bringing together regional training groups with a view to facilitate communication and planning
- The Department will continue to administer a full range of career development services and relevant labour market programming through the Labour Market Development Agreement, the Labour Market Agreement, the Targeted Initiative for Older Workers Agreement, and the Small Community Employment support program, all delivered through Regional ECE Service Centres
- The Department will develop an evaluation framework for the Small Community Employment Support program
- The Department will complete a mineral, oil and gas labour demand assessment for the Beaufort-Delta and Sahtu regions
- The Department will continue to participate in development, negotiations and monitoring of Socio-Economic Agreements between the mines, the GNWT and Aboriginal governments
- The Department will work with other GNWT departments on economic and employment development initiatives

- The Department will report annually on its labour market programs and services through the *NWT Labour Market Review*
- The Department will update *NWT Job Futures*, a career planning resource
- The Department will update the JobsNorth labour exchange website
- Department Career Development Officers will continue to inform clients about local employment opportunities and support them in taking steps to seek employment

Apprenticeship and Occupations

- The Department will complete consultations on the usefulness of apprenticeship support materials
- The Department will initiate development of a web-based client portal
- The Department will complete the implementation of the first phase of the Apprenticeship module in CMAS, developed in 2011-12
- In response to stakeholder survey results, the Department will implement program changes as a means to ensure programs offered remain relevant and effective
- The Department will continue to foster relationships with industry to ensure programming and training is kept up to date. This will be accomplished with the aid of the Apprenticeship, Trade and Occupations Certification Board and Trade Advisory Committees

Employment Standards

- The Department will continue to promote and enforce the *Employment Standards Act*
- The Department will continue work on the replacement of and improvement to the Employment Standards systems

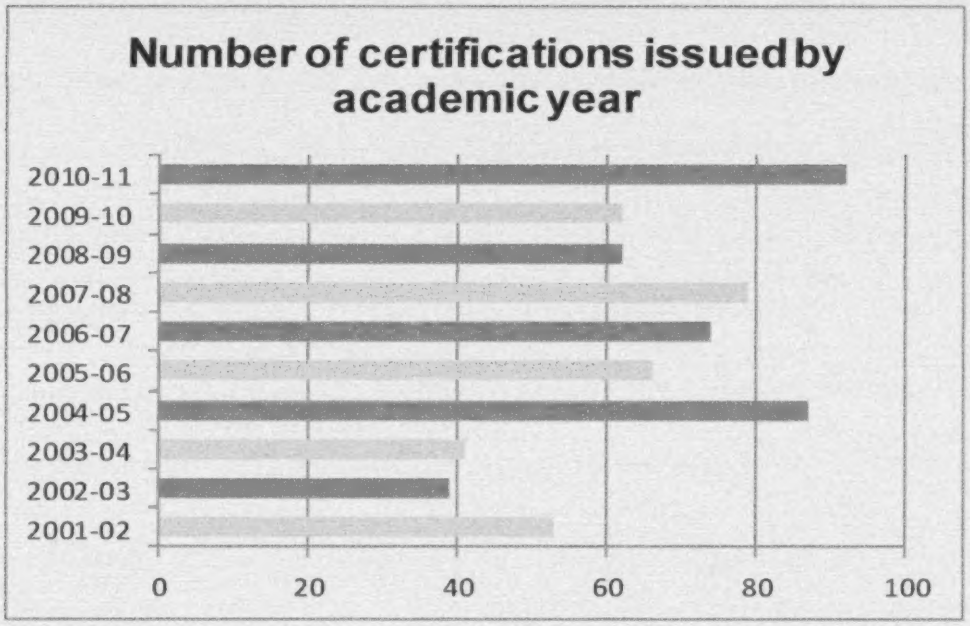
Immigration

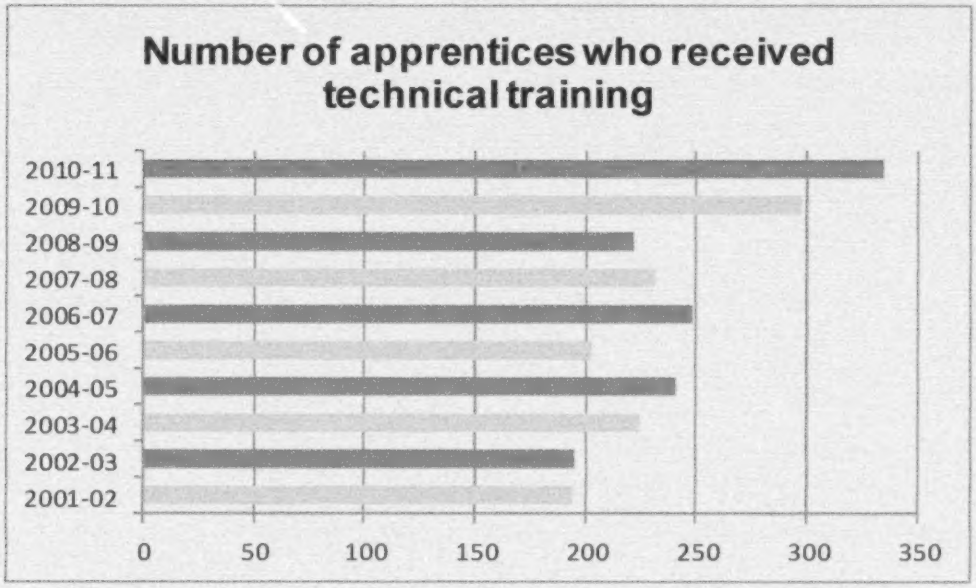
- The Department will complete the evaluation of the NWT Nominee Program
- The Department will launch and maintain the NWT Immigration Portal
- The Department will continue to deliver the NWT Nominee Program

Measures Reporting

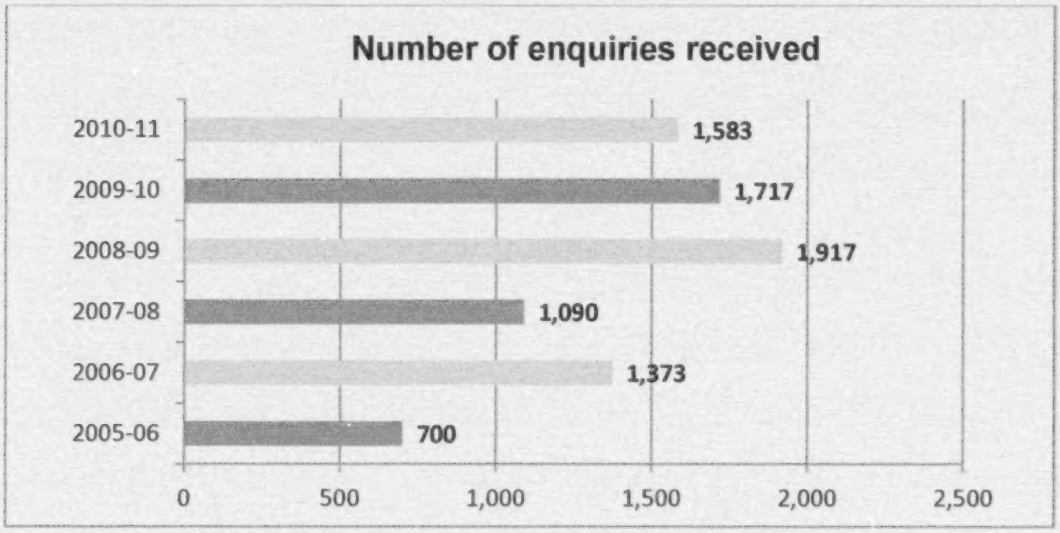
	2008-09	*2009-10*	*2010-11*
Career and Employment Development			
Number of clients who received training and/or employment supports	1,153	1,576	1,532
Percentage of career centre clients who worked on a career action plan	32%	39%	36%

Apprenticeship, Trades and Occupations





	2008-09	*2009-10*	*2010-11*
Employment Standards			
Number of cases opened with Registrar of Appeals	5	13	33
Number of complaints filed with Employment Standards	104	145	122



KEY ACTIVITY 6: INCOME SECURITY

Description

The Department administers a range of Income Security programs that provide financial assistance to NWT residents in meeting their basic needs, addressing cost of living issues, encouraging home ownership and ensuring access to basic health, education and legal programs and services for low-income residents, as required.

Income Assistance: provides financial assistance to people ages 19 or over, and their dependents, to meet basic needs for food, shelter, utilities and fuel. The Child Care User Subsidy provides financial assistance to lower income families to help with child care expenses while they are working or in school.

Student Financial Assistance: provides financial assistance to NWT residents to help with the cost of obtaining a postsecondary education.

Senior Home Heating Subsidy: provides financial assistance to lower-income NWT seniors to help with the cost of heating their homes in the winter months.

Major Program and Service Initiatives 2012-13

Income Assistance

- The Department will develop additional Service Management staff training modules
- The Department will conduct refresher and new staff training on Service Management modules. In this way, Client Services Officers will be trained in service management techniques, including the ability to assess potential health and wellness needs and to refer clients to appropriate support services, as needed
- The Department will continue to encourage Income Assistance clients to participate in productive choices, including traditional activities, pursuing education, and labour force activities, thereby reducing dependency on GNWT financial supports
- Where appropriate, ECE Client Services Officers will continue to refer clients to ECE Career Development Officers who are best placed to assist clients through the career planning process, review available programming, and provide employment assistance services
- The Department will implement changes to the Child Care User Subsidy (CCUS) through the Income Assistance program that include a streamlined application process and increased rates from internal resources
- The Department will continue to improve program delivery based on recommendations from Audit Bureau audits

Student Financial Assistance

- The Department will analyze recommendations from the independent review of the Student Financial Assistance Program and develop options for moving forward

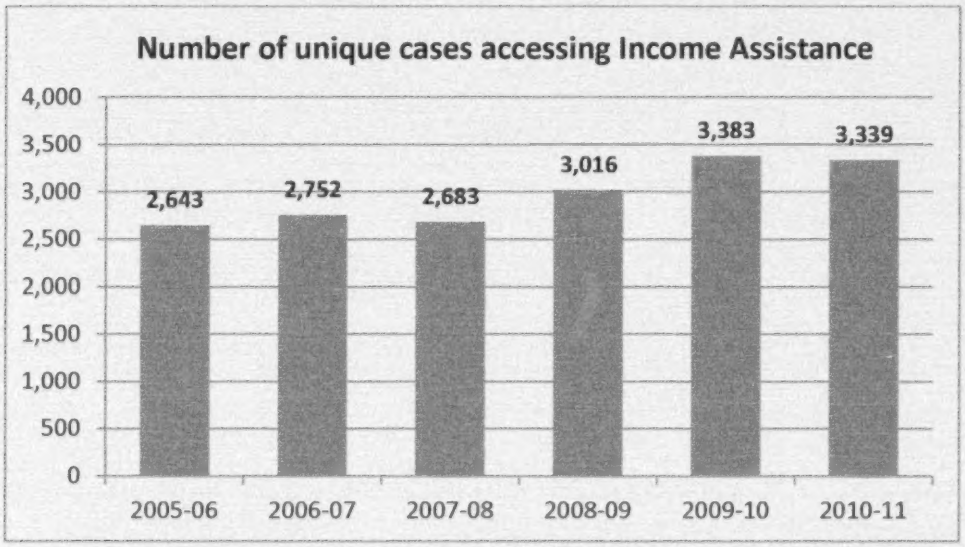
Seniors Home Heating Subsidy

- The Department will develop options on seniors with an adult living in their household

Income Security Program Administration

- The Department will continue to consult with Aboriginal Governments in using a service management approach to address challenges of Aboriginal residents accessing Income Security Programs
- The Department will continue to participate in the interdepartmental GNWT working group on development of an Anti-Poverty Strategy
- The Department will initiate development of a service delivery model specific to the needs of persons with disabilities
- The Department will establish a disability review committee to review applications for permanent/long term disability benefits under the Income Assistance program
- The Department will review and develop standardized processes for quality control reviews, beginning with the Income Assistance program

Measures Reporting



	2008-09	*2009-10*	*2010-11*
		(Fiscal Years)	
Number of seniors receiving Supplementary Benefits	1,235	1,239	1,230

	2008-09	*2009-10*	*2010-11*
		(Academic Years)	
Number of SFA applications approved for full-time funding	1,234	1,209	1,306

c) Putting Priorities Into Action

Priority 1 – Building a Strong and Sustainable Future for our Territory

Description

Develop and coordinate the ***implementation of a comprehensive Aboriginal Government Engagement strategy*** with a view to building and maintaining mutually respectful relations and advancing territorial priorities.

Planned Activities for 2012-13

- ECE will continue to consult with Aboriginal Governments in using a service management approach to addressing challenges of Aboriginal residents accessing Income Security Programs

Participating Departments

ECE (DAAIR lead)

Description

Continue to make progress in ***finalizing land, resources and self-government agreements*** that are workable, affordable and respectful of Aboriginal rights, and ensure that all GNWT obligations within the agreements are met.

Planned Activities for 2012-13

- ECE Cultural Places Program Archaeologists continue their role as heritage advisors to the GNWT negotiation team on all tables

Participating Departments

ECE (DAAIR lead)

Description

Foster close relationships with Aboriginal and community governments through ***training and support programs*** to help build confident and capable Aboriginal and community governments.

Planned Activities for 2012-13

- ECE will continue to implement the NWT Labour Force Framework and will host the second annual NWT Labour Force Symposium in partnership with labour market stakeholders
- ECE will continue to support regional training committees to develop regional actions plans.
- ECE will establish a territorial training committee bringing together regional training groups with a view to facilitate communication and planning
- ECE will continue to administer relevant labour market programming through the Labour Market Development Agreement, the Labour Market Agreement, the Targeted Initiative for Older Workers Agreement, and the Small Community Employment Support program
- ECE will continue to work with Aurora College and other service providers to deliver community-based training
- ECE will hold a series of professional development workshops addressing arts, culture and heritage administration practices for NWT arts, cultural and heritage groups

- The PWNHC will continue to provide museum and archival training workshops to community and Aboriginal groups upon request

Participating Departments
ECE (MACA/HR/ECE)

Description
Partner with community and Aboriginal governments to strengthen program and service delivery where possible.

Planned Activities for 2012-13
- ECE will partner with the Inuvialuit Regional Corporation to develop a new *Inuvialuit History Timeline* website
- The PWNHC will consult with community and Aboriginal governments in the Akaitcho, Sahtu, South Slave, and Deh Cho regions for museum exhibit renewal process
- The NWT Archives will partner with the Tłı̨chǫ Government to complete the Dene Music Project
- ECE will meet with the Aboriginal Leadership, Divisional Education Councils and Yellowknife District Education Authorities Chairs to update information and discuss ways to continue implementing Aboriginal Student Achievement priorities in communities
- ECE will continue to implement various actions of the Aboriginal Languages Plan to improve Aboriginal language services

Participating Departments
ECE (ALL)

Priority 2 – Increasing Employment Opportunities where they are needed most

Description
Income Security Policy Framework and Income Security programs encourage people to pursue activities that lead to self-reliance.

Planned Activities for 2012-13
- ECE will continue to encourage Income Assistance clients to participate in productive choices, including pursuing education and labour force activities, thereby reducing dependency on GNWT financial supports
- Where appropriate, ECE Income Security Programs staff will refer clients to ECE Career Development Officers who are best placed to assist clients through the career planning process, review available programming, and provide employment assistance services

Participating Departments
ECE lead

Description

Develop Action Plan in response to recommendations from the Adult Literacy and Basic Education Review to better assist adults to acquire skills needed for self-reliance.

Planned Activities for 2012-13

- ECE will complete development of an *Accountability Framework for the Education and Training of Adults* in the NWT. This Framework is to encompass Aurora College, private institutions and non-government organizations
- ECE will establish an ALBE Review Action Plan Steering Committee and a plan to implement approved recommendations
- ECE will partner with other stakeholders to assist Aurora College with aspects of their *Adult and Basic Education Strategy* funded by the Canadian Northern Economic Development Agency

Participating Departments

ECE (lead)

Description

Work with partners to ***implement the NWT Labour Force Development Framework*** to address training needs in regions and communities.

Planned Activities for 2012-13

- ECE will continue to support and work with regional training committees to develop regional action plans
- ECE will continue to develop a territory-wide training committee bringing together regional training groups with a view to facilitate communication and planning
- ECE will continue to administer relevant labour market programming through the Labour Market Development Agreement, the Labour Market Agreement, the Targeted Initiative for Older Workers Agreement, the Small Community Employment Support program, and the NWT Nominee Program

Participating Departments

ECE lead

Description

Develop an ***NWT Anti-Poverty Strategy*** based on the priorities of the 17th Legislative Assembly. This interdepartmental GNWT initiative will involve the support and participation of individuals, families, other governments, as well as volunteer and community organizations.

Planned Activities for 2012-13

- ECE will continue to participate in the interdepartmental GNWT working group on development of an Anti-Poverty Strategy

Participating Departments

ECE (EXEC lead), HSS, NWTHC, MACA, Justice

Description
Maximize northern employment, training, community wellness and business benefits through ***socio economic agreements from industry***.

Planned Activities for 2012-13

- ECE will continue to participate in development, negotiations and monitoring of Socio-Economic Agreements between the mines, the GNWT and Aboriginal governments

Participating Departments
ECE (ITI lead), HSS

Description
Support employment and training in small communities (Small Community Employment Supports Program).

Planned Activities for 2012-13

- ECE will continue to support regional training committees and to foster regional labour market stakeholder partnerships
- ECE will continue to administer relevant labour market programming through the Labour Market Development Agreement, the Labour Market Agreement, the Targeted Initiative for Older Workers Agreement, and the Small Community Employment Support program

Participating Departments
ECE

Description
Provide early childhood development programs and services.

Planned Activities for 2012-13

- ECE, in collaboration with HSS will complete the renewal of the *Early Childhood Development Framework for Action*, the directional GNWT document on early childhood development
- ECE will undertake a review of the Early Childhood Program, including policies, required human and financial resources, as well funding procedures
- The Department will ensure data from the Early Development Instrument (EDI), a territory-wide population measurement tool for all NWT Kindergarten students will inform future early childhood development policies and programming
- ECE will continue to develop a new Kindergarten curriculum, with pilot implementation scheduled for fall 2012

Participating Departments
ECE lead

Description

The Child Care User Subsidy (CCUS) program financially assists low income families with the cost of child care while parents are working, attending school or taking training.

Planned Activities for 2012-13

- ECE will implement changes to the CCUS through the Income Assistance program that include a streamlined application process and increased rates

Participating Departments

ECE

Priority 3 – Strengthen and Diversify our Economy

Description

Inuvik-Tuktoyaktuk Highway will support the development of the oil and gas industry and enable economic diversification. The construction and ongoing maintenance of the highway will provide economic opportunities, long term jobs for the region and increased tourism.

Planned Activities for 2012-13

- ECE Career Development Officers will continue to inform clients about local employment opportunities and support them in taking steps to seek employment

Participating Departments

ECE (DOT lead)

Description

Coordinate GNWT response to the challenges and opportunities that will be generated through development of the Mackenzie Gas Pipeline project, including those related to MGP socio-economic agreement and construction phase.

Planned Activities for 2012-13

- ECE will continue to participate in development, negotiations and monitoring of Socio-Economic Agreements between the mines, the GNWT and Aboriginal governments
- ECE will undertake a training needs assessment in NWT mining, oil and gas (heavy industry)

Participating Departments

ECE (ITI lead)

Description

Existing components that could support ***development of an Economic Development and Mining Strategy*** include: Tourism 2015, Support to Entrepreneurs and Economic Development (SEED), Geosciences Programs, Diamond policy framework and socio-economic agreements.

Planned Activities for 2012-13

- The Department will continue to participate in development, negotiations and monitoring of Socio-Economic Agreements between the mines, the GNWT and Aboriginal governments

- The Department will work with other GNWT departments on economic and employment development initiatives

Participating Departments
ECE (ITI lead)

Description
Current ***programs and activities that promote and support the traditional economy*** include Take a Kid Trapping, Genuine Mackenzie Valley Fur Price program, Community Harvesters Assistance Program.

Planned Activities for 2012-13
- ECE will continue to promote traditional activities as an option for participating in a productive choice under the Income Assistance program
- ECE will continue to fund and support Oral Traditions and Cultural Enhancement projects by eligible groups and individuals. Contributions are administered by Regional ECE Career Centres outside of Yellowknife and by the PWNHC in the North Slave

Participating Departments
ECE (ITI lead)

Description
Aboriginal Language and Culture Based Education Programs and programs that support traditional art, culture and heritage activities.

Planned Activities for 2012-13
- The PWNHC will continue to plan and deliver a number of culture-based educational programs for schools and the general public through on the land science and culture camps, Amazing Family Sunday programs and public presentations
- ECE will provide employment opportunities for three Tłı̨chǫ Elders at the annual Daring Lake Tundra Science Camp and for Yellowknives Dene First Nation cultural instructors at the Land and Water Camp at the Yellowknife River
- The PWNHC will conduct archaeological field research, which will create employment opportunities in Jean Marie River, N'dilo/Dettah and Tulita
- ECE will fund Aurora College to deliver the second year of the two-year Aboriginal Language and Cultural Instructor Program (ALCIP) Diploma with K'atl'odeeche First Nation
- ECE will fund Aurora College to deliver part-time ALCIP Certificate courses across the NWT to Aboriginal Language Specialists and community members. This is done in partnership with Teaching and Learning Centers and schools
- ECE will complete an internal review of the Aboriginal Language and Culture Based Education (ALCBE) Directive
- ECE will continue to promote students' project based learning that celebrates Northern heritage, languages, cultures and stories through school based NWT Heritage Fairs
- ECE will continue to support official Aboriginal language communities to revitalize, promote and maintain their languages
- The Department will continue to fund licensed early childhood programs to develop Aboriginal language immersion environments or Language Nests

Participating Departments
ECE lead

Priority 5 – Ensure a fair and Sustainable Health Care System

Description
Carry out health promotion and prevention activities and public messaging on physical activity, healthy eating, mental health and addictions, tobacco reduction and cessation, injury prevention and high-risk sexual activity. For example: Don't be a Butthead, Drop the Pop, Arrive Alive, Healthy Choices, Get Active.

Planned Activities for 2012-13

- ECE will continue to work within the GNWT Healthy Choices Framework, which promotes and supports programs that encourage students to make positive and healthy lifestyle choices in their homes, schools and communities. Such programs are: Sip Smart, Screen Smart, School Travel Planning, Get Active, Drop the Pop, and more
- ECE will research, review and develop a new NWT Health Curriculum
- ECE will develop a new Counselling Framework based on the Comprehensive School Health model, which builds on students' strengths, safe schools, community engagement, and school practices that reflect the traditions and cultures of the NWT
- ECE, in collaboration with HSS will complete the renewal of the *Early Childhood Development Framework for Action*, the directional GNWT document on early childhood development
- ECE Client Services Officers will be trained in service management techniques, including the ability to assess potential health and wellness needs and to refer clients to appropriate support services, as needed

Participating Departments
ECE (HSS lead)

Description
Partners with communities to ***develop culturally appropriate child development and prenatal programs***.

Planned Activities for 2012-13

- The Department, in collaboration with HSS will complete the renewal of the *Early Childhood Development Framework for Action*, the directional GNWT document on early childhood development

Participating Departments
ECE (lead), HSS

Description
Strengthen integrated case management to provide better assessment, treatment and after care services for at-risk youth and adults. Examine multi-disciplinary, multi-agency approaches to identifying and implementing longer-term social supports for some offenders to prevent re-offending and to address underlying health or social issues.

Planned Activities for 2012-13

- ECE Client Services Officers will be trained in service management techniques, including the ability to assess potential health and wellness needs and to refer clients to appropriate support services, as needed
- ECE will continue to administer a full range of Career Development services and relevant labour market programming delivered through Regional ECE Service Centres

Participating Departments

ECE (JUSTICE lead)

d) Infrastructure Investments

Planned Activities – 2012-13

Dettah	Kaw Tay Whee School, Interior Works – Design and Construction
Inuvik	Sir Alexander Mackenzie and Samuel Hearne Secondary School Replacement – Construction
Hay River	Diamond Jenness Secondary School Renovation – Construction
Various	Capital Infrastructure Investments for College facilities
Various	Capital Infrastructure Investments for Community Libraries
Various	Capital Infrastructure Investments for Community Museums
Various	Investments for School Playground Equipment in various communities
Yellowknife	PWNHC Gallery Development – Design and Construction
Yellowknife	PWNHC Technical Upgrades – Remove Existing Asbestos

e) Legislative Initiatives

Planned Activities – 2012-13

The Department has a number of legislative initiatives planned for 2012-13 as follows:

1. *Education Act*

The Department will review the *Education Act* and intends to submit a legislative proposal to amend the *Education Act* to include provisions addressing anti-bullying measures.

2. *Student Financial Assistance Act*

A legislative proposal to amend the *Student Financial Assistance Act* to increase the maximum aggregate of principal amounts outstanding in respect to all student loans from $36 million to $40 million has been prepared. Subject to approval, ECE intends to put forward a bill in 2012-13.

In addition, as the Student Financial Assistance Program underwent extensive review in 2011-12, the Department will review the *Student Financial Assistance Act* in light of the ensuing report.

3. *Official Languages Act*

The Department plans to revisit the Standing Committee on Government Operations' *2009 Final Report on the Review of the Official Languages Act 2008-2009, Reality Check: Securing a Future for the Official Languages of the Northwest Territories* and submit an updated legislative proposal to amend the *Act* in 2012-13.

4. *Apprenticeship, Trade and Occupation Certification Act*

A bill to amend the *Apprenticeship, Trade and Occupation Certification Act* received royal assent during the 16th Legislative Assembly. Because the amendment will require extensive consequential amendments to the associated regulations, the coming into force date of this bill was not specified. The Department anticipates that the regulations will be completed in the upcoming months and plans to implement a coming into force order in 2012-13.

f) Human Resources

Overall Human Resource Statistics

All Employees

	2011	%	2010	%	2009	%	2008	%
Total	218		219		220		212	
Indigenous Employees	132	60	136	62	110	50	111	52
Aboriginal	81	37	82	37	78	35	81	38
Non-Aboriginal	51	23	54	25	32	15	30	14
Non-Indigenous Employees	86	39	83	38	110	50	101	48

Note: Information as of December 31 each year.

Senior Management Employees

	2011	%	2010	%	2009	%	2008	%
Total	15		13		14		14	
Indigenous Employees	10	67	9	69	7	50	7	50
Aboriginal	6	40	5	38	5	36	5	36
Non-Aboriginal	4	27	4	31	2	14	2	14
Non-Indigenous Employees	5	33	4	31	7	50	7	50
Male	6	40	4	31	5	36	5	33
Female	9	60	9	69	9	64	9	64

Note: Information as of December 31 each year.

Non-Traditional Occupations

	2011	%	2010	%	2009	%	2008	%
Total	9		9		4		3	
Male	5	56	5	56	2	50	2	67
Female	4	44	4	44	2	50	1	33

Note: Information as of December 31 each year.

Employees with Disabilities

	2011	%	2010	%	2009	%	2008	%
Total	3	1	2	1	1	1	1	

Note: Information as of December 31 each year.

All Employees

	2011	%	2010	%	2009	%	2008	%
Total	210	100	205	100	202	100	206	100
Indigenous Employees	80	38	77	37	75	37	74	37
Aboriginal	66	31	64	31	62	31	62	32
Non-Aboriginal	14	7	13	6	13	6	12	5
Non-Indigenous Employees	130	62	128	62	127	63	132	63

Note: Information as of March 31 each year.

Senior Management Employees

	2011	%	2010	%	2009	%	2008	%
Total	8	100	8	100	8	100	6	100
Indigenous Employees	3	37	1	13	1	13	1	14
Aboriginal	2	25	1	13	1	13	1	14
Non-Aboriginal	1	12	0	0	0	0	0	0
Non-Indigenous Employees	5	63	7	87	7	88	5	86
Male	2	25	3	38	2	25	3	57
Female	6	75	5	62	6	75	3	43

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2011	%	2010	%	2009	%	2008	%
Total	11	100	10	100	10	100	9	100
Male	9	82	9	90	8	80	7	78
Female	2	18	1	10	2	20	2	22

Note: Information as of March 31 each year.

Employees with Disabilities

	2011	%	2010	%	2009	%	2008	%
Total	1	0.5	1	0.5	1	0.5	1	0.5

Note: Information provided is as of December 31 each year.

Education Authorities

All Employees

	2011	%	2010	%	2009	%	2008	%
Total	769	100	788	100	772	100	782	100
Indigenous Employees	284	37	291	37	286	37	282	36
Aboriginal	261	34	265	34	260	34	256	33
Non-Aboriginal	23	3	26	3	26	3	26	3
Non-Indigenous Employees	485	63	497	63	486	63	511	63

Note: Information as of March 31 each year.

Senior Management Employees

	2011	%	2010	%	2009	%	2008	%
Total	9	100	9	100	7	100	4	100
Indigenous Employees	2	22	1	11	1	14	1	25
Aboriginal	2	22	1	11	1	14	1	25
Non-Aboriginal	0	0	0	0	0	0	0	0
Non-Indigenous Employees	7	78	8	89	6	86	3	75
Male	5	56	5	56	4	57	2	67
Female	4	44	4	44	3	43	2	33

Note: Information as of March 31 each year.

Non-Traditional Occupations

	2011	%	2010	%	2009	%	2008	%
Total	3	100	5	100	4	100	5	100
Male	2	67	4	80	3	75	5	100
Female	1	33	1	20	1	25	0	0

Note: Information as of March 31 each year.

Employees with Disabilities

	2011	%	2010	%	2009	%	2008	%
Total	0	0	0	0	0	0	0	0

Note: Information as of December 31 each year.

* Excludes Yellowknife education authorities.

Position Reconciliation

This information differs from the employee information on the preceding page; human resource information reflects actual employees as of March 31 each year. The information presented below reflects position expenditures approved through the budget process for each fiscal year.

Active Positions

Summary:

	2011-12 Main Estimates	**Change**	**2012-13 Main Estimates**
Total	224	3	227
Indeterminate full-time	195	2	197
Indeterminate part-time	29	1	30
Seasonal	-	-	-

Adjustments During the Year:

Position	Community	Region	Added/ Deleted	Explanation
Registrar of Appeals	Yellowknife	HQ	1	Forced Growth – Social Assistance Appeal Committee
Order Clerk	Hay River	HQ	1	Internal Reallocation – Public Library Services
Technical Services Clerk	Hay River	HQ	1	Internal Reallocation – Public Library Services

Other Human Resource Information

The Department of Human Resources has launched a long-term human resources strategy for the public service entitled, *20/20: A Brilliant North*. Among other initiatives, this strategy provides a framework for the development of departmental human resource plans, including succession plans and affirmative action plans.

The tables below indicate statistics on departmental human resource activities with respect to summer students, interns and transfer assignments for 2011. The information is current as of December 31, 2011.

Summer Students				
Total Students	Indigenous Employees (Aboriginal + Non-Aboriginal)	Indigenous Aboriginal	Indigenous Non-Aboriginal	Non-Indigenous
22	22	10	12	0

Interns				
Total Interns	Indigenous Employees (Aboriginal + Non-Aboriginal)	Indigenous Aboriginal	Indigenous Non-Aboriginal	Non-Indigenous
2	2	0	2	0

Transfer Assignments (In)				
Total Transfer Assignments	Indigenous Employees (Aboriginal + Non-Aboriginal)	Indigenous Aboriginal	Indigenous Non-Aboriginal	Non-Indigenous
13	6	4	2	7

Transfer Assignments (Out)				
Total transfer assignments	Indigenous Employees (Aboriginal + Non-Aboriginal)	Indigenous Aboriginal	Indigenous Non-Aboriginal	Non-Indigenous
8	7	3	4	1

Activities Associated with Staff Training & Development

GNWT training

In line with the GNWT commitment to develop and maintain a skilled, productive public service that represents the people it serves, the Department promotes employee participation in GNWT training and leadership opportunities including:

- GNWT/University of Alberta School of Business Executive Leadership Development Training for senior and middle managers
- Hay Evaluation System
- Smoking Cessation
- SAM Implementation

- Labour Relations
- Media Training
- Procurement
- Committee Terms of Reference
- Decision Instruments
- Records Management
- Gender Based Equality

In addition, Department employees participated in a number of professional development and training sessions, workshops and conferences specific to the needs of their division. Department employees also offered and/or coordinated training for and with our partners, as appropriate.

Culture and Heritage

Culture and Heritage employees attended professional development workshops and training as follows:

- Emergency Planning and Disaster Preparedness for Cultural Institutions
- Canadian Conservation Institute workshops on Packing and Shipping of Cultural Material, Exhibition Lighting and Vacuum Suction Table
- Online training on Geographic Information System use and maintenance, Greyscale, Colour and Calibration Photography and Introduction to Archival Practice Workshop
- Museums Leadership Studies
- Canadian Public Arts Funders (CPAF) workshops
- Collections Management
- Strategic Planning for Cultural Organizations
- Community Based Heritage Research
- Program Planning by Aurora College

Culture and Heritage employees also attended professional development conferences as follows:

- International Ice Patch Conference, Frozen Pasts
- Canadian Museum Association AGM
- NWT Heritage Alliance Gathering
- University of Victoria Cultural Resource Management Program on Exhibit Development

Official Languages

In addition to GNWT management and facilitation training, Aboriginal Language Programs employees also participated in the Aboriginal Languages Summer Institute and in facilitation skills training; and Francophone Affairs Secretariat employees attended French translation courses.

Kindergarten to Grade 12 Education

The NWT Education Leadership Program is offered for about 10 days each summer. The program consists of two summer sessions in consecutive years with a project to be completed during the year. The program is a requirement for all school principals employed in the NWT but may also be taken by other educators.

The Teacher Induction Program is offered to both new teachers and teachers new to the North. Workshops are held for new teachers and their teacher mentors at the beginning of the school year. Mentorship pairs meet once a month during the school year for the experienced teacher to assist the new teacher on a professional level, as well as in their social and cultural adaptation to the North.

Amongst Department employees, in addition to GNWT training, one person completed the University of Victoria Certificate in Aboriginal Language Revitalization, and another completed Career Focusing™ Training.

Library Services

Library Services provides training and assistance to all community library staff as support in carrying out their duties. Five new libraries were supported in 2011 and received site visits of several days in order to provide collection development support and individualized training. Other libraries were visited as part of the on-going commitment to provide training to new library managers and to provide on-site training at least once every three years.

A two-day training session for representatives from all public libraries was held in Yellowknife in October 2011. The training focused on new technology opportunities, basic operations and collection development. Previously, in January 2011, a regional training session was held in Inuvik, which focused on programming and networking between libraries in the Northern NWT.

Library staff participated in a leadership training course offered through Aurora College, as well as attended a conference on library software and two national conferences.

Advanced Education

The Department supported the delivery of community-based Teacher Education Program (TEP) and the Aboriginal Language and Cultural Instructor Program (ALCIP) Diploma in the Beaufort-Delta and ALCIP in the South Slave regions. Part-time delivery of the ALCIP Certificate program was delivered throughout the NWT as well.

The Department offered employees skills training and development courses as follows:

- Career Focusing™ Facilitator Training for Career Development Officers to assist clients with career planning
- Non-violence intervention by Health and Social Services
- Regional conferences on program delivery and service improvements at Regional ECE Service Centres
- Aurora College Certificate in Adult Education
- Verbal Judo offered through Aurora College
- First Aid/CPR training provided by St John Ambulance through Aurora College
- Evaluation Essential Skills III: Program Evaluation workshop at Royal Roads University
- Inclusive Education courses through Athabasca University

- Facilitation Training Workshop through the NWT Literacy Council
- Managers' Leadership Development Certificate Program
- Introduction to Program Evaluation
- Writing Terms of Reference
- Facilitation Training
- Introduction to Basic Statistical Techniques: Aboriginal Statistical Training Program by Statistics Canada
- Understanding Demographic Data
- Writing Better Briefing Notes

Income Security

Income Security staff participated in

- Statutory training to newly hired Client Services Officers
- Customer service training
- Project Management training

Training was also delivered to all Social Assistance Appeal Committee and Social Assistance Appeal Board members.

g) Information Systems and Management

Overview

ECE Information Services supports the Department, education authorities, students and other clients in many ways. The Department is committed to improving access to public program information through the expansion of online services to teachers, students and the general public. Over the course of the next several years, the Department will be exploring potential initiatives to allow applicants and participants to programs including apprenticeship to submit applications, track their progress in their chosen field, and access information specific to their case through an online system.

The Department plans two years ahead for major Capital projects. Capital projects are driven, in part, by changes to the Departmental business plan.

Major Systems at the Department

- The Case Management Administration System (CMAS) incorporates a broad array of administrative and program-specific modules, including:
  - Common Client Registry, Security, Payment Processing and Administration
  - Child Day Care Services (Operations and Licensing)
  - Student Records (K-12)
  - Teacher Certification
  - Career Development and Counselling
  - Contracts
  - Apprenticeship
  - Occupational Certification
  - Student Financial Assistance
  - Child Care User Subsidy
  - Income Assistance, and
  - Seniors Supplementary Benefits

- The Student Information System tracks basic demographic information, schools attended, courses, and attendance records of approximately 9,000 students in the NWT.

- The Student Loans System tracks the repayment of loans by approximately 2,300 students.

- The North of 60 learnnet email system provides email and email synchronization services to education authorities.

- Websites, including the interactive 'My Account' site that allows students to apply for Student Financial Assistance (SFA), make it possible for students to check their status, check loan repayment balances, and view their NWT school records all online.

- The JobsNorth system provides an online labour service exchange whereby employers can post jobs that potential employees can then apply for online.

- The Labour Information Management System (LIMS) maintains information on complaints filed under the *Employment Standards Act*.

- In addition, many other smaller information systems and countless MS Access databases also exist.

Planned Activities - 2012-13

Web Apprenticeship
In 2011-12, substantive work was completed on an Apprenticeship and Occupation Certification (AOC) module for the Department's CMAS system. This project builds on that work and extends the capability by delivering web-based functionality for AOC activities.

Employment Standards
In 2011-12, the Department completed a CMAS module to support Employment Standards. This work will be extended into 2012-13.

Early Childhood Program
The Department will work on developing reports for the licensed early childhood providers' module in CMAS.

Reporting Views
The Department will undertake a pilot project to develop a module for User Defined Reports. This will be used to access CMAS data and may tie in other data sources as well. It will also consider the possibility of leveraging Business Intelligence tools.

SIS Replacement
The Department is replacing the current Student Information System (SIS) with a new system. Implementation of PowerSchool will take place in 2012-13, which will assist in the collection of student achievement and other school data. This data will also link to the process for reviewing education authorities that will be developed in 2012-13, for implementation in 2013-14.